



State of Wisconsin
Governor Tony Evers

Department of Agriculture, Trade and Consumer Protection
Secretary Randy Romanski

DATE: September 22, 2022

TO: Board of Agriculture, Trade and Consumer Protection

FROM: Randy Romanski, Secretary

SUBJECT: Equity and Inclusion Plan

PRESENTED BY: Randy Romanski, Secretary

REQUESTED ACTION: For information only.

SUMMARY: In December 2020, I signed an Equity and Inclusion Plan, reaffirming the department's commitment to diversity, equity, and inclusion. Our plan is active for the time period of January 1, 2021 to December 31, 2023; and is posted on DATCP's website at <https://datcp.wi.gov/Documents2/DATCPEISstrategicPlan20212023.pdf>.

DATCP's Equity and Inclusion Plan, developed with staff input from each division, describes the following department goals:

- Recruitment: actively address hiring disparities.
- Retention: promote leadership opportunities to retain and reduce turnover of underutilized job classifications.
- Agency culture: promote an agency culture free of bias, a respectful culture that values diversity, promotes equity, and actively engages inclusion.

Our work plan outlines specific actions for each goal, key performance indicators, responsible parties, and the target completion date. The communication plan includes an annual progress report to the DATCP Board for the duration of the plan.

DATCP leadership regularly monitors the progress of the Equity and Inclusion Plan, updating a quarterly dashboard and meeting to discuss next steps. I will provide an update of the notable equity and inclusion actions in 2022.

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